Department of the Army G3/5/7
Training and Leader Development Directorate

Civilian Leader Development

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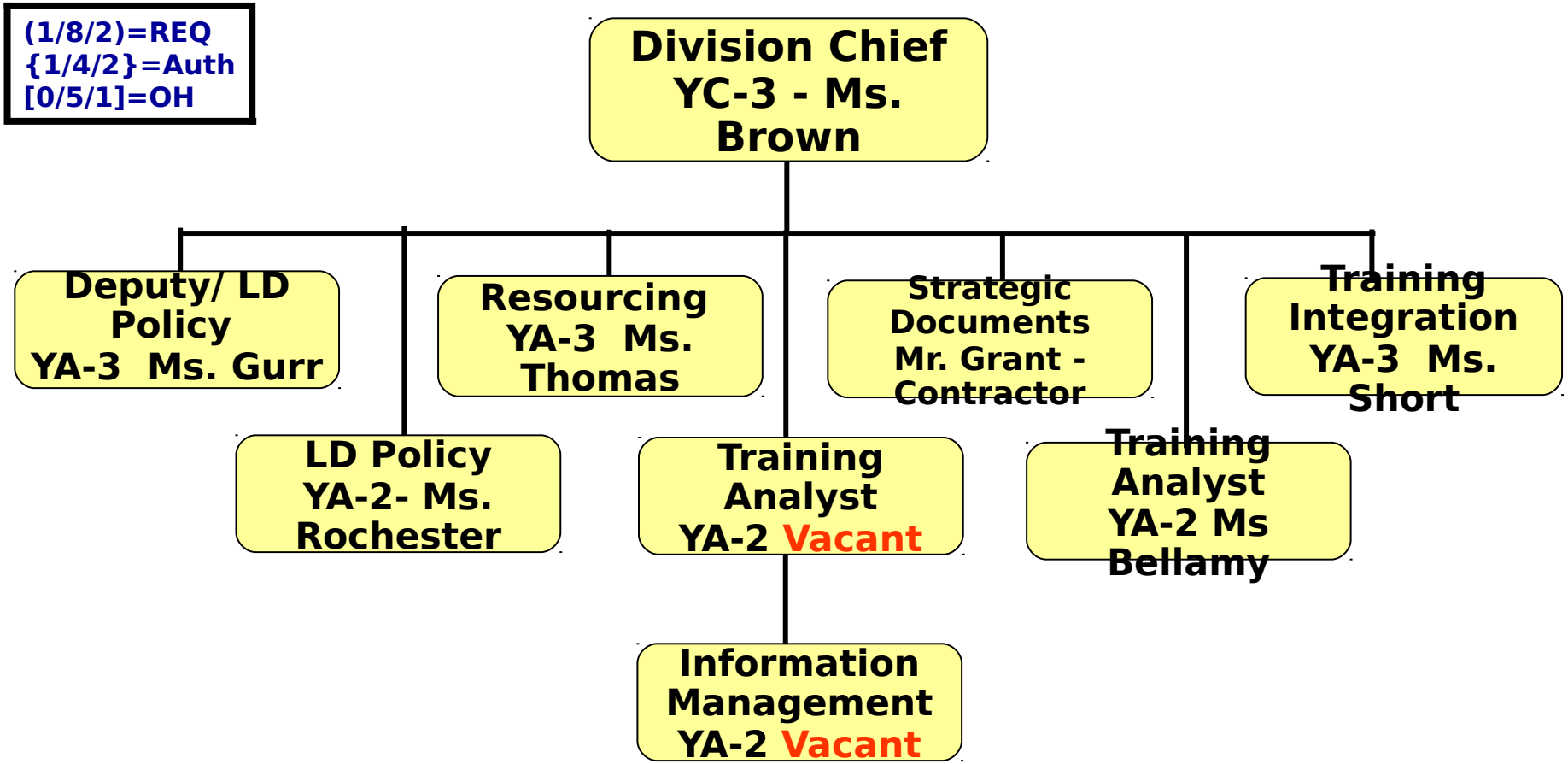
Chief, Civilian Leader Development

Civilian Leader Development (G-37/TRV)

(1/8/2)=REQ
{1/4/2}=Auth
[0/5/1]=OH



Req/Auth/O-H
(Mil/DAC/CME)
Red = vacant or due in
Blue = IRRs with < 2yrs

TRV Mission and METL

Mission

Develop policy, validate requirements, and provide resources for training, education and operational experiences to develop leader competencies and enhance capabilities of Army civilians in support of Soldiers, the Army and the Nation.

METL

- **Review, formulate, and implement Army policy as proponent for Army civilian leader development. Influence policy that impacts civilian LD.**
- **In conjunction with commands and Army G1, support development of institutional civilian leader development requirements for validation and resourcing**
- **Resource civilian leader development programs**
- **Review and evaluate the effectiveness of civilian leader development programs**
- **Monitor TRADOC implementation of the Civilian Education System (CES)**
- **Formulate policy for and validate/monitor Army civilian quotas and requirements for Senior Service College and Defense Senior Leader Development Program**
- **Coordinate and support Army Leader Development Program (ALDP) Implementation**
- **Support Office of Personnel Management (OPM) and DoD leader development initiatives. Synchronize civilian leader development issues across the Army.**
- **Participate in the training and leader development conferences (TGOSC/QLDR)**

Civilian Leader Development Overview

Pay Band 1		Pay Band 2		Pay Band 3	
GS-5/7/9	GS-11	GS-12	GS-13	GS-14	GS-15
NAF 1/2/3	NAF 4			NAF 5	

Senior Service School

DOD Defense Senior Leader Development Program (DSLDP)

Continuing Education for Senior Leaders

Advanced Course (AC) – DL & Resident

Manager Development Course (MDC) – DL

Intermediate Course (IC) – DL & Resident

Basic Course (BC) – DL & Resident

Supervisor Development Course (SDC) – DL

Action Officer Development Course (AODC) – DL

Communities of Practice Available at Each Level

Foundation Course (FC) – DL *For ALL new Army civilians*

CES courses are conducted at two TRADOC locations:
AMSC - West at Ft Leavenworth, KS
AMSC – East at Ft Belvoir, VA

Pay bands based on supervisory

TRV: Current Major Efforts

- **Validate and maintain Civilian Education System (CES)**
  - Strategic Communication
  - Realignment of mission in the field
  - Automation issues – CHRTAS registration/DL/Blackboard-ALMS Interface
  - Retool the CES constructive credit process
- **Transfer civilian functional training from G-1 to G-3/5/7**
  - Staff Concept Plan to transfer funding/authorizations from G1
  - Transform Division to assume responsibility for civilian functional training
  - Develop resourcing requirement to maximize use of TRADOC schools
- **Support Implementation of Army Leader Development Programs - Civilian Human Capital Lifecycle Management Construct**
  - Broad Career Groups, Senior Civilian Talent Management
  - Army Civilian University
  - Army Career Tracker civilian requirements
  - Strategic Communication
  - Deputies Quarterly Oversight Meetings, Quarterly Leader Development Review, LD Synchronization Meetings
  - Army Campaign Plan: Decision Point 125 – Civilian Enterprise Human Capital Lifecycle Mgt
- **Working with OSD to determine training requirements for the civilian National Security Professional and Civilian Expeditionary Workforce**